

BHS A.S.S.I.S.T.

NOVEMBER NEWSLETTER

This Month's Issue:

- 1 _____ Self Care
- 2 _____ Financial
- 3 _____ Health
- 4 _____ Work

Tips for a Stress-Free Thanksgiving



Chopped host Ted Allen sees enough frantic cooking on his show. This Thanksgiving, he wants to help you keep your cool, so he shared his tips in his Food Network Magazine column.

Ah, here they are again, those holiday months in which millions of people who never, ever cook suddenly find themselves roasting birds the size of Labradors -- and accompanying them with 27 side dishes. There is a good reason the Butterball people offer a toll-free lifeline for turkey emergencies this time of year. Once, while waiting to be on a talk show in Chicago, I met a woman who answers those cries for help and who finds it very fulfilling. "I'm the person who saves Thanksgiving!" she explained. To that, I might add, she's the person who saves lives. I'd like to join her this year with a few holiday-dinner survival tips of my own. Let's start with the most fundamental advice:

Thaw the darned turkey. In the refrigerator. Not on the counter. And especially not in the microwave, which is as ruinous as it is dangerous. Thawing a giant bird in the fridge takes days -- depending on the weight, as many as five -- but it's the best answer. Food-safety guidelines warn that harmful bacteria really start going to town on meat when it's at room temperature longer than two hours. Or . . .

Try a fresh turkey for a change. From a butcher. Yes, butchers still exist, and most stock never-frozen, free-range birds that are really flavorful. Remember to order ahead, as most butchers need at least a couple weeks notice.

Beware of deep-frying. I'm not saying not to do it -- deep-fried turkey is a delicious Southern confection. But unfortunately, every holiday season, a startling number of poultry Rambos burn their decks, their houses, their pets or themselves trying to make one. It's so dangerous that Underwriters Laboratories won't put its UL product-safety logo on any turkey-frying kit, arguing that none is truly safe for home use. If you are frying this year, get a fire extinguisher and make sure you use an oil with a high smoking point, like canola or corn (never olive). And lower the turkey very slowly and carefully into the hot oil.

Innovate - but not too much. The holidays are about traditions. As such, they are not the time to throw the classics out the window. For my holidays, I expect a roast turkey, stuffing, deviled eggs and cranberry sauce. If you want to introduce some new wines or unusual additional side dishes, great. If you want to add ham or a beef roast to the party, terrific. But people are expecting the Holiday Greatest Hits.

Delegate. If you're overwhelmed, consider throwing a potluck. Not only does this spread the work around but it also allows other people to share in the culinary glory. Best of all, other cooks can introduce you to their specialties, which might then become new traditions in your home.

Plan and work ahead. Many holiday favorites can be made a day or two in advance without suffering: Stuffing and cranberry sauce come to mind. Speaking of stuffing, it sure is tasty when it's baked inside the bird, but many experts advise against this because it slows the turkey cooking time and raises safety concerns. The real deal-breaker for me is that the inside of a turkey is just too small to hold enough of it.

Deconstruct your bird. If you're nervous about cooking a giant flightless fowl, take the easy way out: Roast pieces instead. Buy a breast and as many legs as you want, and you can produce a platter of poultry much faster. Bonus: You can tell the kids that this year's turkey had seven legs. Happy cooking, and happy holidays!

HOLIDAY BUDGET TIPS

EIGHT TIPS FOR HOLIDAY SPENDING



1. **Make a list, and check it twice.** Experts agree that it helps to write down a list of all the people for whom you plan to shop, before you hit the stores or turn on the computer. Next to each name write down what you want to buy for that person, and how much you want to spend. You get a clear idea of the numbers involved and know in advance how many gifts you need to purchase.
2. **Shop for bargains once you have an idea of what you're looking for, and for whom you are buying.** In addition, if you are purchasing a number of items from the same online retailer, buying all the items together can cut down on shipping costs.
3. **Curb impulse shopping and spending** – buy only what is on your list. If you've forgotten someone, add them to your holiday budget and, if necessary, adjust the amounts you spend on others so you keep the same total.
4. **Make a plan for those other expenses.** Give some thought to how much you'll be spending during the holiday season on things other than gifts. Be sure to include in your budget the following: postage for cards and presents that need to be shipped; wrapping paper, bows, greeting cards and other supplies; decorations; food and drink for holiday meals (and don't forget to add more, if you will be feeding guests); and travel expenses.
5. **Review your receipts and bills from last year.** This will give you an idea of the amount you actually spent and how long it took to pay for it all.
6. **Save your holiday receipts from this year and either total them daily or add them up two weeks before the actual holiday.** Expenses add up fast during this busy season. Seeing your totals will provide you with a reality check as to how much more you can afford to spend.
7. Using credit during the holidays? If so, **take only the credit cards you will need and limit those to as few as possible.** And be sure to check your credit card statements carefully for any unauthorized charges. Report such charges immediately to your financial institution or credit card company.
8. **Give yourself a present – save for next year.**

Your EAP may offer access to free financial planning. To learn more about your available benefits, call your BHS Care Coordinator at 800-245-1150.

THANKSGIVING WORKOUT STRATEGIES



The average American consumes about 4,500 calories during a Thanksgiving meal. And when you have large meals like this, there are some pretty disturbing health issues that can follow shortly after or even the next morning. Scientists have even found there's an increase in your risk of dying from a heart attack after eating a hefty meal.

But you're probably still going to have at least one big meal this Thanksgiving, accompanied by higher amounts of carbohydrate or alcohol than you may normally consume. So with most gyms closed on Thanksgiving, what are some workouts you can do to maximize calorie burn and limit the damage from excessive eating? Here are three easy and fun Thanksgiving workout strategies:

1. USE 10-MINUTE WORKOUTS

For each of these 10-minute workouts, you don't worry about a long warm up or cool down -- everything is wrapped into the 10-minute session.

10-Minute Workout #1: Full Body Burn

Equipment: One pair of dumbbells and a chair, step, stairs, or box

Instructions: Warm up with 25-50 jumping jacks, then complete 10-12 repetitions of each set of exercises twice, back to back with minimal rest, and move on to next set.

Set 1: Dumbbell Squat With Overhead Press to Bent Side Raises	Set 2: Dumbbell Push-Up Row to Single Arm Dumbbell Row	Set 3: High Knee Step-Ups to Reverse Lunges
--	---	--

10-Minute Workout #2: Maximum Calorie Burn

Equipment: None

Instructions: Complete this routine as a circuit, three times through, with minimal rest between exercises. No warm-up required.

- | | |
|--------------------------|----------------------|
| 1) 25-50 Jumping Jacks | 4) 5 Push-Ups |
| 2) 5 Push-Ups | 5) 10 Vertical Jumps |
| 3) 10 Squat-Thrust Jumps | 6) 5 Push-Ups |

2. INCLUDE BODYWEIGHT MOVES

Multiple studies have shown that a pre-meal exercise session, a post-meal exercise session, or both can significantly increase fat oxidation and metabolic rate.

Here are three high-calorie-burning bodyweight exercises that you can implement at any time on Thanksgiving Day.

- 1) Counter-Movement Jumps: squat down, swing your arms, and jump, then land and do it again. Set a two minute timer and do as many as you can.
- 2) Double Leg Back Bridge: lie on your back with your knees bent and thrust your hips toward the sky. Do as many reps as you can.
- 3) Side Plank Rotations: drop to the ground on your right or left side in a plank position, and reach for the sky until your abs can't go anymore.

3. EXERCISE DURING THE BIG GAME

Thanksgiving Day football games are quite conducive to cardiovascular exercise. For example, let's say that Team A is competing against Team B. You can set up a treadmill, bicycle, or elliptical in front of the TV (or just choose from any of the body weight exercises mentioned above).

Any time Team A has possession, you perform an intense interval, such as pedaling faster, increasing the treadmill speed, increasing the elliptical strides per minute, or doing as many reps as possible of an exercise. Whenever Team B has possession, you decrease to an easy, aerobic, recovery pace, or simply rest. During commercials, you can do a tempo effort, which is a moderate pace at a medium intensity. Alternatively, you could do intervals during the commercials, so that every time a commercial break begins, you increase the resistance or incline for the first commercial, decrease for the second commercial, increase for the third, and so on.

This type of workout changes drastically depending on the type of sporting event you choose. During a typical football game, a team may have possession for more than five minutes (which will let you work up a good sweat!), while during a basketball game, possessions may just be a matter of seconds.

Advice for Managers & Supervisors (Part 2)

During the first 5-10 years of your working life you have much to learn: How do I get things done? What will satisfy my boss? How do I compare with other people? And so on and so on. Early in your career this is all very stressful. Of course you want to succeed – but a young person starting out isn't always sure how. My advice is to be yourself. But in the meantime, success often comes down to having a great boss. I had a great boss named Bob, and here are more tips on what he did.

He took us with him. Bob was the type of manager who would always take someone with him on a big customer call. We'd throw on our suit coat, grab our briefcases, and we'd head out to see the customer. I often just sat and listened, but I learned so much by just watching him in action, taking follow-up notes, and then taking the next call by myself.

He took care of us. Bob was the kind of guy who always worried if someone wasn't in the office or had a problem with a client. He wasn't all that interested in our personal lives, but he sure cared if we had any problems. When one of our teammates developed cancer, Bob spent the better part of his remaining life taking care of him and helping his family.

He was fun. Bob really was a fun-loving guy, and even though he intimidated most people (he always wore a coat and looked you right in the eye), he always told a joke at just the right time. He took work very seriously, but he also knew it was only a job.

He went home on time, usually. Believe it or not, in those days we worked incredibly hard but we rarely stayed in the office past 6 p.m. We had an enormous



job but we got it done in 50-55 hours a week and Bob would just “disappear” around 6 p.m. It set the tempo that we were all expected to get work done but without staying all night.

He made sure we all had a role. One of Bob's strengths was his ability to value every single member of the team. He made sure we shifted work around so people did things we were good at.

Summary

I worked for IBM for 10 years and we accomplished many amazing things. But for me personally, having the opportunity to work for Bob is the one thing that stuck with me for the rest of my life. And when he died (about 10 years ago), his wife came up to me and said, “He always loved you young people, he thought about you like his own kids.”

If you can find a “Bob” early in your career, you're very lucky. Do whatever you can to find this kind of manager early in your career. If you're a manager, remember you can “be Bob.” Consider it an awesome responsibility. You could impact someone for the rest of their life.

Sweet Potato Gratin

Ingredients:

- ▶ 2 teaspoons olive oil
- ▶ 1 cup fresh whole-wheat breadcrumbs
- ▶ 1/4 cup chopped pecan halves
- ▶ 4 garlic cloves, minced and divided
- ▶ Cooking spray
- ▶ 1 1/2 lbs peeled sweet potatoes, cut into 1/4-inch-thick slices
- ▶ 2 pounds peeled Russet potatoes, cut into 1/4-inch-thick slices
- ▶ 1 1/4 cups half-and-half
- ▶ 1 tablespoon all-purpose flour
- ▶ 1 1/2 teaspoons salt
- ▶ 1/2 teaspoon freshly ground black pepper

- ▶ 1/2 teaspoon dried rosemary
- ▶ 1/2 teaspoon dried thyme leaves

Number of Servings: 8

Nutrition Information Per Serving:

Calories: 260; Fat: 8g; Carbs: 43g; Protein: 6g

Instructions:

Preheat oven to 425°. Heat oil in a medium nonstick skillet over medium-high heat; add breadcrumbs, pecans, and half of garlic. Cook mixture until crumbs are golden (about 5 minutes), stirring well. Remove from heat; set aside. Coat an 8- x 8-inch baking dish with cooking spray; arrange potato

slices in dish, alternating between sweet and Russet. Combine half-and-half and next 5 ingredients (through thyme) in a small bowl. Stir in remaining half of garlic; whisk well. Pour half-and-half mixture over potatoes in dish. Cover dish tightly with foil; bake in middle of oven 45 minutes to 1 hour or until potatoes are tender.

Remove foil; discard. Sprinkle breadcrumb mixture evenly over potatoes; return to oven. Bake until crumbs are crispy, liquid is bubbling and reduced, and potatoes are tender (about 8 minutes). Let stand at least 15 minutes; serve.